

# **MINUTES OF THE COMMISSION FOR HUMAN RIGHTS**

**DECEMBER 14, 2012**

**An informational meeting of the Commission for Human Rights was held in the agency conference room on Friday, December 14, 2012. Present at the meeting were Commissioners Dr. John B. Susa, Chair and Nancy Kolman Ventrone. Absent were Commissioners Iraidia Williams, Rochelle Bates Lee, Alberto Aponte Cardona, Camille Vella-Wilkinson and Alton W. Wiley, Jr. Commissioner Susa called the meeting to order at 12:30 p.m.**

**The minutes of November, 2012 were not approved as there was not a quorum of Commissioners.**

**Status Report of Michael D. Évora, Executive Director**

**A written report was handed out. All new information is in bold print.**

**Case Production Report – Attached**

**Aged Case Report – No aged cases to report.**

**Outreach Report - Attached**

**STATUS REPORT – COMMISSIONERS:**

**STATUS REPORT:** Legal Counsel reported that she will send a yearly calendar of Commissioner 2013 meeting dates for the last Friday of each month with a few noted exceptions to the Secretary of States' office.

Legal counsel also reported that she received training on the Open Records Act and the Open Meetings Act provided by the Attorney General's office and is now certified for 2013. Live training for the Open Records Act will be on January 8, 2013 at CCRI.

**OUTREACH:** Commissioner Ventrone reported that she participates in the after school mentoring program in Riverview, Florida.

**STATUS REPORT - LEGAL COUNSEL** by Cynthia Hiatt and Francis Gaschen

**Commissioner Meeting -2- December 14, 2012**

**LITIGATION:** Report Attached. Review of pending litigation.

**LEGISLATION: No report at this time.**

**REGULATIONS: No report at this time**

**HEARING SCHEDULE: Discussed.**

**DECISIONS: No decisions were discussed at this time.**

**The meeting recessed at 1:00 p.m. The next regular meeting will be on Friday, January 25, 2013 at 12:30 pm.**

**Respectfully Submitted,**

**Michael D. Évora  
Executive Director**

**Notes taken by: B. Ross  
EXECUTIVE DIRECTOR'S  
REPORT TO COMMISSIONERS  
14 December 2012**

## **I. BUDGET**

**S = State/General Revenue; F = Federal (EEOC/HUD); T = Total**

	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2014</b>
	<b>(Supp.)</b>	<b>(Enacted)</b>	<b>(Rev. Req.)</b>	<b>(Unconstr.)</b>	<b>(Constr.)</b>
<b>S</b>	<b>1,142,820</b>	<b>1,137,768</b>	<b>1,137,768</b>	<b>1,192,069</b>	<b>1,121,778</b>
<b>F</b>	<b>277,069</b>	<b>325,992</b>	<b>306,689</b>	<b>258,638</b>	<b>301,405</b>
<b>T</b>	<b>1,419,889</b>	<b>1,463,760</b>	<b>1,444,457</b>	<b>1,450,707</b>	<b>1,423,183</b>

On May 31, House Finance passed a budget containing the FY 2012 Supplemental Revenues and FY 2013 Revenues highlighted in bold above. According to our Budget Analyst, the FY 2013 General Revenue reduction (\$23,949) is attributable to an offset for savings in retirement costs for current employees based on the Rhode Island Retirement Security Act of 2011. The Committee's budget also authorized the Commission's full 14.5 FTEs. (The 0.5 FTE – Sr. Compliance Officer – was vacated in August 2009 and we have not yet received authorization to fill this part-time position.) The budget has since passed the full House and Senate and has been signed by the Governor.

The Commission's FY 13 (Revised) and FY 14 (Proposed) Budgets were submitted to the Governor on September 25. The submission included a Budget Impact Statement detailing the consequences to

be realized should the seven percent general revenue decrease requested of all state agencies be implemented for the Commission. On November 2, I met with representatives of the Budget Office to discuss the Office's pending recommendation to the Governor.

## **II. FEDERAL CONTRACTS**

**EEOC – For federal FY 2012 (beginning October 1, 2011), according to EEOC Project Director Marlene Toribio, we closed 237 co-filed cases.**

**Our contract with EEOC for FY 2012 was for 235 cases. For federal FY 2013 (beginning October 1, 2012), we have closed 21 co-filed cases. Our contract with EEOC for FY 13 is as yet unknown.**

**HUD – For FY 12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD. Within this same time period, we processed 45 housing charges, 43 of which were co-filed with HUD. For FY 13 (beginning July 1, 2012), we have taken in 21 new housing charges, 20 of which are co-filed with HUD. Within this same time period, we have processed 14 cases, 13 of which were co-filed with HUD.**

## **III. PERSONNEL**

**No new information.**

**IV. OUTREACH – Refer to attached report.**

## **V. GENERAL STATUS**

**&#9679;Meetings with staff members – I continue to meet with individual investigative staff members on a monthly basis to monitor case production.**

**&#9679;Case Closures – Refer to attached report.**

**We ended FY 2012 slightly behind the prior fiscal year's case processing rate. In FY 2011, we processed 422 cases; in FY 2012, we processed 411 cases (approx. 3.5% decrease). For FY 2013 (as of November 30, 2012), we have processed 153 cases (compare to 162 cases in this same time period in FY 12).**

**&#9679;Aged Cases – There are no aged cases in the Commission's inventory for federal fiscal year 2013 (beginning October 1, 2012).**

**&#9679;Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY 11 with 323 cases in inventory, and FY 12 with 255 cases. As of 12/12/12, we had a total of 292 cases in inventory; 20 of these cases were pending assignment.**

**&#9679;Information Technology – DoIT has conducted a review of the Commission's server/IT system and determined that the server will end its useful life in 2014. DoIT has recommended the purchase of a**

service agreement through Dell to cover the server until 2014, at which point the Commission will have to assess the benefit of purchasing a new server vs. connecting to the state's "virtual" server system. The Commission has submitted a purchase order for the service agreement.

¶Performance Management Initiative – On August 14, I met with the Governor's Performance Management Team to discuss the Commission's agreed-upon performance goals. The Team noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner. These meetings will occur quarterly.

¶FY 12 Annual Report – The FY 12 Annual Report was approved by Dr. Susa on November 30 and has been sent to the printer.

¶Providence Nuisance Ordinance – On November 8, I sent a letter to the Providence City Council expressing the Commission's concern with a proposed nuisance ordinance and its impact on victims of domestic violence. The ordinance passed the City Council and was signed by the Mayor. The Mayor and City Council are contemplating changes to the ordinance language to decrease the likelihood of an adverse effect on victims of domestic violence.

¶Budget Analyst – Theo Toe, the agency's Budget Analyst for

**the past 17 years, has left the Budget Office for a new position in state service. We await word on his replacement.**

**Respectfully submitted,**

**Michael D. Évora**

**Executive Director**

**Attachments**